

## Employment Can Be Path to Personal Well-Being

BY SHARON MCLENNON-WEIR  
EXECUTIVE DIRECTOR

**A**s we celebrate National Disability Employment Awareness month, it is important to highlight the psychological benefit of employment for all people, including those with disabilities.

People with disabilities struggle with occupational barriers because of societal stigma caused by discrimination from some people in our society. Some people without disabilities envision a world of workers who are abled-bodied individuals and cannot comprehend that people with disabilities can actually work competitively and nevertheless, have the desire to work, just like people who do not have a disability.

This ideation is flawed and many disability-related organizations spend most of their advocacy time bolstering the push for equitable access to all types of careers and full-time or part-time employment for people with disabilities. People with disabilities want to work and utilize their innate talents.

Vocational achievement can provide a person with a sense of purpose and meaning, fulfillment, a spiritual nexus to the environment, financial resources for self-sufficiency and an opportunity to showcase one's creativity, skills, talents, and abilities.

National Disability Employment Awareness month is a good time to remember and focus on the concept of psychological well-being attributed to vocational salience. People with disabilities sometimes need encouragement and support to identify their vocational and occupational calling regardless of their disability type.

People with disabilities can learn about career and job satisfaction that could create a work environment which promotes success and empowerment for the individual on a personal level. Remember that employment is still an option and a right for people with disabilities.

Remember that you have a right to find and develop your vocational and occupational calling. Remember that you should identify your talents in order to develop them. This is why we celebrate Disability Employment Awareness month.

*If you have a story or thoughts you'd like to share with us, please send us an email at [info@cidny.org](mailto:info@cidny.org) and let us know you are replying to this column.*